

NOV 1977

MEMORANDUM FOR: Executive Officer, DDA

FROM :   
 ACTING Director of Personnel

SUBJECT : Fact Sheet for DCI

REFERENCE : Memo fr EA/DDA to AD/Pers,  
 same subj, dtd 1 Nov 77

1. The following statistics are provided in response to the reference:

a. Number of applicants (FY 1977).

Written inquiries received - 37,000  
 (In headquarters - 12,000)  
 (In Regional offices - 25,000)

Interviews conducted - 12,500

Complete applicant cases -   
 (Professional/Technical  
 (Clerical - )

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b. Number selected, i.e., internal processing initiated (FY 1977).

	<u>Professional/Technical</u>	<u>Clerical</u>
Selected by office		
Entered on duty		

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c. FY 1978 professional requirements by area of specialization.

<u>Category</u>	<u>Requirements</u>
Attorney	
Electronic Engineer	
Systems Programmer	
Computer Specialist	
Computer Programmer	
Accountant	

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<u>Category</u>	<u>Requirements</u>
Mechanical Engineer	<div style="border: 1px solid black; width: 100px; height: 250px;"></div>
Investigator	
Economist	
Intelligence Officer - General	
Photographic Interpreter	
Editor	
General Engineer	
Physical Scientist	
Operations Research Analyst	
Foreign Broadcast Intelligence Officer	
Chemist	
Translators	
Other specialities such as psychologist, propaganda analyst, librarian, training officer, etc. (requirements <div style="border: 1px solid black; width: 150px; height: 20px; display: inline-block;"></div> )	
TOTAL	

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Special program requirements

Career trainees  
Summer Interns  
Co-ops

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d. FY 1978 requirements by directorate.

<u>Area</u>	<u>Percentage</u>
DCI	2%
DDA	47%
DDO	5%
DDI	21%
DDS&T	25%

e. Education of new employees (FY 1976).

<u>Level</u>	<u>Percentage</u>
No Degree	7%
BA/BS	56%
MA/MS	25%
Ph.D.	12%

f. Years of experience between college graduation and hire by the Agency.

No statistics are available. We estimate about half our new hires are recent college graduates, without significant work experience. In the CT Program, we

look for related civilian experience or military service of about three years. In the DDS&T area, most of our new engineers have five to ten years of experience.

g. Minority statistics (FY 1977) - Professional/Technical.

	<u>Blacks</u>	<u>Hispanics</u>	<u>Total</u>
Applications Received	<div></div>		
Selected			
Entered on duty			

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Minority EOD's represents an increase of 54% over the prior year, and constituted 14% of our total FY 1977 EOD's.

	<u>Women</u>
Applications Received	<div></div>
Selected	
Entered on duty	

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This represents a gain of 52% over the prior year and constituted 20% of our total FY 1977 EOD's.

2. In addition to your memorandum,  raised some additional questions in his note to you. STATINTL

a. If applicant has a BA/BS, but no work experience, what are chances of employment? Same for MA/MS. Same for both, but with experience?

As can be seen from the statistics, in answer to question b,  of the professional/technical applications received were placed in process. Of these,  entered on duty. Another way of look-

25X1

25X1

25X1

b. What can applicant expect for salary in each case above?

Our guidelines for salary are:

<u>Level</u>	<u>Grade</u>	<u>Salary</u>
BA/BS	GS-07	\$12,300
MA/MS	GS-09	\$15,000
Ph.D.	GS-11	\$18,200

Each two to three years of related experience is worth another grade, i.e., \$1300 - \$1600.

Of those selected in FY 1977, the grade distribution was:

<u>Grade</u>	<u>Percentage</u>
GS-05	0.2%
GS-06	1.2%
GS-07	33.0%
GS-08	13.2%
GS-09	16.7%
GS-10	8.4%
GS-11	5.7%
GS-12	8.3%
GS-13	6.3%
GS-14	3.3%
GS-15	1.7%
GS-16 & above	1.5%

c. Major disqualifying factors.

1. Those not selected do not have academic backgrounds or required work experience for professional positions. Some do not have a strong enough grade average or their test scores indicate they would not succeed in the highly competitive Agency work environment. The salary requirements of those with work experience are sometimes too high.

2. The reasons for not entering on duty of those selected are:

<u>Reason</u>	<u>Percentage</u>
Cancelled by applicant (Took another job, no longer interested, returned to school, etc.)	51%
Cancelled by Agency (Office - 18%) (Medical - 4%) (Security - 20%) (Panel - 7%)	49%

d. Other factors which would give an interested college student a handle on the CIA as an employment possibility.

As the above statistics illustrate, competition for jobs in the Agency is extremely keen. We find that those selected have: a strong interest in foreign affairs, high intellectual abilities, excellent academic records, and good analytical and writing skills. They have to desire to be on the cutting edge of whatever academic major they have pursued -- an opportunity that the Agency offers.

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3. For your information, [redacted] our [redacted] recruiter, is scheduled to interview applicants on the University of Indiana campus (Bloomington) on 9 and 10 November 1977. If anyone wishes to submit an application for employment, he should contact his placement officer to be put in touch with [redacted] or mail a resume to the Director of Personnel, CIA, Washington, D. C., 20505.

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4. Should you or [redacted] desire further information, please contact [redacted]

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DD/A 77-5827  
1 November 1977

MEMORANDUM FOR : Acting Director/Office of Personnel

FROM :

[REDACTED]  
Executive Officer/DDA

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SUBJECT : Fact Sheet for DCI

Ben:

1. [REDACTED] called this date for a prepared fact sheet which the Admiral might have available for talks at universities. This fact sheet should be directed at hiring of personnel, primarily professionals. [REDACTED] stated that the information should be brief with limited or no narrative including only predominantly statistics to be included would be information such as:

- a. Number of applicants
- b. Number selected
- c. Areas of specialty of applicants, i.e. analysts, scientists, etc.
- d. Percentage of new hires going into various Directorates.
- e. How many BA's, MA's, PhD's.
- f. Years of experience between college graduation and hire by the Agency
- g. Minority statistics.

2. The above is not all inclusive and any information which you feel he should have at his fingertips to respond to questions concerning our hiring should be included.

3. [REDACTED] would like the above information at the very latest by noon on 10 November. The Director is speaking at the University of Indiana on the 11th.

4. Again, the information should be brief with limited narrative and including salient statistics.

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# EXECUTIVE SECRETARIAT

## Routing Slip

TO:		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	D/DCI/IC				
4	DDS&T				
5	DDI				
6	DDA				
7	DDO				
8	D/DCI/NI				
9	GC				
10	LC				
11	IG				
12	Compt				
13	D/Pers				
14	D/S				
15	DTR				
16	A/DCI/PA		✓		
17	AO/DCI				
18	C/IPS				
19	DCI/SS				
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SUSPENSE \_\_\_\_\_ Date \_\_\_\_\_

Remarks:

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cc C.I.A. Director ✓  
cc N.Y.T., Executive Editor

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Nov. 6, 1977 p. 56

THE NEW YORK TIMES, SUNDAY, N

## Tenure to Be Denied in C.I.A. Case

Dr. Michael Selzer, a Brooklyn College professor who has been cleared of charges that he was associated with the Central Intelligence Agency, will not be recommended for tenure, according to a spokesman for the college.

The college spokesman said Dr. Selzer's brother-in-law, Prof. Michael Kahan, who first raised the issue of Dr. Selzer's alleged C.I.A. involvement, will also not be recommended for tenure. The academic standing of both professors, along with 73 others, was reviewed by the college's president, John Kneller. Mr. Kneller will pass the recommendations on to the Board of Higher Education this December, the spokesman said.

"I don't think this decision is based on the merits of my academic qualifications," Dr. Selzer said. "I have received five research grants, written two books and have had numerous articles published in my field. The college cannot say I am an incompetent scholar."

Dr. Selzer, who recently filed a \$2 million damage suit against his brother-in-law and eight other colleagues who recommended that he not be promoted

or given tenure, added that he would fight the decision. "There's no way in hell I'm going to fade away at the end of the academic year," he said.

According to the college spokesman, Mr. Kneller's decision was based on the findings of various college committees that are specifically formed to evaluate professors up for tenure. One of those committees, the College Review Committee, reported to Mr. Kneller that it was recommending against tenure for Dr. Selzer because he did not have teacher evaluation forms, according to William Stranton, Dr. Selzer's attorney. According to Dr. Selzer, his teacher evaluation forms were lost by the political science department. Mr. Kahan, Dr. Selzer's brother-in-law, was the custodian for the department's teacher evaluation forms, he said.

Last January, the department called for Dr. Selzer's dismissal because of his alleged C.I.A. involvement. After investigating the charges, however, Mr. Kneller said: "There were not sufficient grounds to warrant instituting formal charges against Professor Selzer. No action will be taken."

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